

AGREEMENT MADE AS OF THE 12 day of April, 2017 between the
COUNTY OF WARREN, NEW YORK, hereinafter referred to as the COUNTY and the
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME,
AFL-CIO, for the WARREN COUNTY GENERAL UNIT, of the WARREN COUNTY
LOCAL 857, hereinafter referred to as the CSEA,

WHEREAS, CSEA has been certified by the Public Employment Relations Board
as the exclusive representative of the County of Warren for the purpose of collective
negotiations and the settlement of grievances, and,

WHEREAS, it is the purpose and intent of this agreement to provide a fair and
cooperative working relationship between the County of Warren and its employees for
the mutual benefit of the public, the County government and its employees.

NOW, THEREFORE, in consideration of the mutual covenants contained herein,
the parties do hereby agree as follows:

ARTICLE I – APPLICABLE LAW

This agreement shall be subject to all federal, state and local laws applicable
thereto, and any of the terms of this agreement which are not consistent with or
conform to said federal, state and local laws shall be deemed null and void.

ARTICLE II – RECOGNITION

a. The County recognizes CSEA as the sole and exclusive bargaining agent with
unchallenged representation status for the maximum period permitted by law, for all
employees of the County in the bargaining unit and with respect to the terms and
conditions of employment and the settlement of grievances.

b. The CSEA shall have the sole and exclusive right to represent all employees in the bargaining unit in any and all proceedings under the Public Employees Fair Employment Act under the terms and conditions of this Agreement; to designate its own representatives and to appear before the appropriate official of the County to effect such representation.

c. All County employees shall be free to join or refrain from joining CSEA without fear of coercion, reprisal or penalty from CSEA or the County.

ARTICLE III – GENERAL BARGAINING UNIT

Section 1. Bargaining Unit

The general bargaining unit shall consist of all full and part-time employees of the County of Warren as defined in Article VI 5(a) and 5(b) herein, except the following:

- All Elected Officials
- Department Heads
- Clerk of the Legislative Board
- Secretary to Clerk of Legislative Board
- Deputy Clerk of Legislative Board
- County Court Judge
- Confidential Law Assistant to County Court Judge
- Family Court Judge
- Surrogate Court Judge
- Commissioner of Jurors
- District Attorney
- Assistant District Attorney
- Administrator of Assigned Counsel
- Coroner
- County Auditor
- County Treasurer
- Deputy County Treasurer
- County Budget Officer
- Purchasing Agent
- Director of Real Property Tax Service Agency
- Deputy Director of Real Property Tax Service Agency
- County Clerk
- Deputy County Clerk
- County Attorney
- Assistant County Attorney
- Personnel Officer
- Commissioners of Board of Elections
- Deputy Commissioners of Board of Elections
- Building Superintendent

Systems Analyst Programmer
Court Officers and Court Attendants
Sheriff
Undersheriff
Patrol Officers – Part-time
Special Patrol Officers
Patrol Officers – Seasonal
Correctional Officers – Part-time
Fire Coordinator
Deputy Fire Coordinator
Relief Dispatcher, Fire Control
Civil Defense Director
Supervising Nurse, Public Health Services
Medical Director, Physically Handicapped Children
Director, TB Clinic
Commissioner of Social Services
Deputy Commissioner of Social Services
Director, Mental Health
Director, Social Services
Director, Administrative Services
Social Services Attorney
Director of Nursing
Director, Veterans Service Agency
Sealer of Weights and Measures
Historian
Administrator, County Planning Board
Secretary, County Planning Board
All Employees, Regional Planning Board
County Veterinarian
Superintendent of Public Works
Deputy Superintendent of Public Works
Senior Engineer, Department of Public Works
General Highway Foreman
Auto Mechanic Foreman
Deputy Department Heads
Case A Supervisor
Executive Housekeeper
Assistant Directors
County Planning Board
County Planner
Planning Assistant
Planning Administrator
Associate Planner
Mental Health Programs Analyst
Mental Health Fiscal Officer

Manpower Account Manager
Dietetic Service Supervisor
Non-deputized Communication Officers
First Patrol Officers
Civil Law Enforcement Officers
Patrol Sergeants
Patrol Officers
Communications Operators
Correction Officers
All Managerial and Confidential Employees

ARTICLE IV – GENERAL CONDITIONS

Section 1. Prohibition of Strike

CSEA affirms that it does not assert the right to strike against the County, to assist or participate in any such strike, slowdown, or demonstration interfering with the departmental operations of the County, to assist or participate in any such strike or to impose an obligation to conduct, assist or participate in such strike.

Section 2. Dues Deduction

a. The County grants to CSEA exclusive payroll deduction or membership dues and insurance premiums from the pay of CSEA members and upon presentation to the County Treasurer of appropriate deduction authorization cards signed by the individual employee, the County shall make and remit such deductions to the office of Finance Officer, CSEA, Inc., Capital Station Box 7125, Albany, New York 12224-0125.

b. No other employee organization shall be accorded similar payroll deduction privileges throughout the term of this agreement.

c. The County shall deduct from the wages of employees and remit, at least monthly to any approved financial institution, amounts which have been authorized by employees who have signed the appropriate payroll deduction authorization permitting such deduction. An employee's payroll deduction authorization may not be amended more than two times during any calendar year.

d. CSEA agrees to indemnify and hold the County harmless from and against any and all demands, claims, suits or other form of liability, including reasonable attorneys' fees, that may arise out of, or by reason of, any action taken by the County pursuant to the provisions of this section.

Section 3. Past Practices

This agreement shall represent all employee rights, privileges and benefits granted by the County to its employees and unless specifically and expressly set forth in this agreement all rules, regulations, practices and benefits previously granted are not in effect.

Section 4. Reservation of County Rights

a. The County reserves the right to implement any rule or regulation concerning employee practices or working conditions without prior discussion with CSEA provided it does not conflict with or violate any of the terms of this agreement or law.

b. The County reserves the right to create or abolish any job, position or title without prior discussion with CSEA provided it does not violate any of the terms of the agreement or law.

Section 5. Furnishing of Copies of Agreement

CSEA will print this agreement and will prepare and make available to all bargaining unit employees of the County a copy of this agreement. Thereafter, printing of the agreement will be rotated between the parties and the party printing the agreement will make sure that enough copies are provided for all bargaining unit employees of the County.

Section 6. Mandatory Legislative Language

Pursuant to Section 204-a of the Public Employees' Fair Employment Law:

"IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

Section 7. Nondiscrimination

The County and CSEA agree to administer their obligations under this agreement in a manner which will be fair and impartial to all employees and there shall be no discrimination against any employee because of age, race, creed, color sexual orientation, national origin military status, sex, disability, predisposing genetic characteristics, or marital status by either CSEA or the County by virtue of an employee's participation or nonparticipation in CSEA affairs.

Section 8. CSEA Representatives

CSEA employees who are designated or elected for the purpose of adjusting grievances or assisting in the administration of this contract subject to the approval of the Department Head shall be permitted a reasonable amount of time to fulfill these obligations provided it does not interfere with the performance of their normal duties.

Section 9. Employee Data

The County shall semi-annually provide CSEA with a list of all employees in the bargaining unit showing the employee's name, job title and first date of employment.

Section 10. Union Representative Visitations

CSEA shall notify the County in writing of the names of the local officers and authorized Union representative and any changes of such officers or representative. The designated CSEA representative shall be permitted on an exclusive basis to have access to the County property for the purpose of enforcing the terms of this Agreement. CSEA must obtain authorization from the County prior to such access by a non-employee representative. Any such visit by said authorized CSEA representative shall not cause any interruption or interference with any County operations or services.

ARTICLE V – SALARY AND COMPENSATION PLAN

Section 1.

Effective January 1, 2017, there shall be a 2.95% increase in steps entry through Step 10 to the 2016 salary schedule.

Effective January 1, 2018, there shall be a 2.75% increase in steps entry through Step 10 to the 2017 salary schedule.

Effective January 1, 2019, there shall be a 2.6% increase in steps entry through Step 10 to the 2018 salary schedule.

There shall continue to be a longevity payment of \$500 added onto the salary of such employees who will complete fifteen (15), twenty (20), twenty-five (25) and thirty (30) years of continuous employment. (Longevity is already built into the attached Salary Schedule.)

Effective January 1, 2013, there shall be a one-time correction to the application of the salary scale so that employees are advanced steps or granted longevity on the anniversary date that they actually achieve the milestone (actually completed the number of years required for the advanced step). From that point forward, employees shall be awarded future steps and/or longevity payments on the actual anniversary date of the achievement.

The Grade and Title Listing is annexed hereto as Schedule "A". The Salary Charts annexed hereto as Schedule "B" shall be amended to provide for 2017, 2018, and 2019 salaries as set forth and specified above.

Section 2.

During the term of this Agreement, there shall exist a reallocation committee which shall consist of six (6) members. Three (3) members of the committee shall be appointed by the Warren County Board of Supervisors and three (3) members shall be appointed by the President of the Warren County General Unit, Warren County Local 857. The purpose of the committee shall be to meet and discuss reallocations of positions within the Warren County classified service and/or the grade allocations set forth in the collective bargaining agreement. The committee shall meet during the month of May in each calendar year and shall consider only those petitions to reallocate specific positions submitted and/or approved by the Warren County Board of Supervisors and/or the CSEA Executive Committee. For each request (by title) for reallocation, the Unit President shall designate one (1) individual to speak before the reallocation committee. The Warren County Board of Supervisors shall, likewise, designate one (1) individual to speak before the committee. Prior to any decision, the reallocation committee shall listen to both parties and consider any documentation or other evidence presented by both parties. Once the committee has reached a decision, it shall forward its recommendations to the Warren County Board of Supervisors for consideration by the Board and for a final determination, which final determination shall lie within the exclusive discretion of the Warren County Board of Supervisors.

ARTICLE VI – WORKDAY, WORKWEEK, OVERTIME

Section 1. Workweek, Workday

a. The regular workweek in all departments of Warren County shall be 40 hours consisting of five consecutive workdays. All departments in Warren County service will remain open and operate on a 40-hour week during the entire year. The hourly wage

rate of all full time employees for all calculations contained in this Agreement shall be determined by dividing the annual salary of the employee by 2080 hours.

b. 1. The regular hours of work in each day shall not exceed eight (8) hours, except that the hours worked when attending an authorized out-of-town conference, training class, seminar or similar educational class may be more than 8 hours but not more than eleven (11) hours when the Department Head (or designee) and the employee agree that the time worked over 8 hours (not more than 11), will be taken as authorized time off later in the same workweek". Agreement by the Department Head and employee must be in writing using a form provided by the County Attorney and approved by CSEA. If an agreement is not reached it is understood that the Department will either pay overtime or not authorize/require the employee to attend the conference, training class, seminar or similar education class for more than eight (8) hours. This provision "the exception" concerning hours worked when attending an authorized out-of-town conference, training class, seminar or similar education class shall terminate and no longer be part of this collective bargaining agreement one year after the date of execution of this agreement unless both parties agree to extend the same by separate written agreement.

2. In addition to the foregoing, the regular hours in each day for all departments in which collective bargaining members work shall not exceed eight (8) hours per day except where an employee and a Department Head agree that the employee may work in excess of eight (8), but not more than ten (10) and take authorized time off later in the same work week on an hour for hour basis. Agreement by the Department Head and employee must be in writing using a form provided by the County Attorney and approved by CSEA. If an agreement is reached as provided, the employee shall not be entitled to overtime or compensatory time for the hours worked in excess of eight (8) hours per day notwithstanding any other provisions of this agreement that may provide otherwise. If an agreement is not reached, it is understood that the department will either pay overtime or not authorize/require the employee to work the additional hours over eight (8) hours.

c. Regular full time office employees currently receiving a one-hour lunch period shall continue to be allowed a one-hour lunch period included in the eight-hour day. All other employees shall have a one-half hour lunch period included in the eight-hour day.

d. All employees shall have two consecutive twenty-four hour days off in each week, except employees working in offices required to remain open by state law. In such event, an affected employee shall work no more than five days and have two days off.

Section 2. Overtime

a. When an employee is authorized or required by the Department Head to work in excess of 40 hours per week, or more than 8 hours in one day, he shall be entitled to receive compensation at the rate of time and one-half of his hourly rate of pay as defined in Section 2(b) of this Article (Overtime Compensation), except no overtime compensation shall be required under circumstances where an agreement is reached pursuant to 1(b) above.

b. For the purpose of computing overtime for all employees, the hourly rate shall be determined by dividing the annual salary of the employee by 2080 hours. Paid sick leave, paid holidays, paid vacation days, paid personal days and paid bereavement leave will be considered as time worked in computing overtime in a 40-hour workweek.

c. All payments for overtime shall be paid to the employee at the next regularly scheduled pay period.

Section 3. Compensatory Time

a. Compensatory time shall not be permitted except as provided under the Special Provision set forth below. All time worked in excess of the regular 8 hour day or 40 hour week will be considered as overtime and payment for such overtime will be made at the next regularly scheduled payroll period, except no overtime compensation shall be required under circumstances where an agreement is reached pursuant to 1(b) above.

b. No employee shall work overtime unless authorized by his department head prior to the time worked.

c. Special Provision - Compensatory Time Off in Lieu of Payment of Overtime. Notwithstanding the foregoing provisions of this section, employees may elect to take time off duty in lieu of payment for overtime worked that they are requested or required to work. Compensatory time off shall be at the rate of one and one-half hours off for each hour of overtime worked. The elections to accrue and take compensatory time off will be made in writing on forms prescribed by the County Administrator. In the absence of any such election, the overtime work will be paid for at the regular overtime rate. Requests for compensatory time off shall be granted in the order that they are received. In the event that more than one request is received at the same time, seniority shall govern. Requests for compensatory time off shall be made not more than thirty (30) days in advance. An employee may accumulate up to forty (40) hours of

compensatory time off in lieu of overtime. All accumulated and unused compensatory time shall be paid to the employee by separate check in the last payroll in each calendar year that this provision is in affect and the employee shall thereafter be allowed to once again start to accrue time for use in the following year. Approval of requests for use of compensatory time shall be conditioned upon the needs of the employee's department as determined in the sole discretion of the Department Head or designee.

Section 4. Miscellaneous Compensation

a. Eligible employees in the Department of Public Works, the Social Services Department, the Probation Department, and the Public Heath Department shall be allowed, as a reimbursement, up to the following amounts for meal expenses in accordance with the regulations and rules set up by each respective department head: Breakfast - \$7.00; Lunch - \$8.00; Dinner - \$10.00.

b. County employees working other than the scheduled daytime hours shall receive a shift differential as follows:

1. Afternoon shift, 4:00 p.m. to 12:00 midnight, or 3:00 p.m. to 11:00 p.m., whichever is applicable, 5% additional to hourly rate.

2. Night shift, 12:00 midnight to 8:00 a.m. or from 11:00 p.m. to 7:00 a.m., whichever is applicable, 10% additional to hourly rate.

3. An employee who has worked the evening shift as his regular workweek, for a period of at least 12 months prior to January 1, 1974, and continues to work this evening shift as his regular workweek will be paid for vacation, sick leave and personal leave based on the weekly salary he is presently receiving including the premium compensation for shift work.

4. Cooks and food service helpers who work from 6 a.m. to 2 p.m. at the Countryside Adult Home shall receive ten percent (10%) additional to their hourly rate for all hours worked between the beginning of their shift and 8 a.m. at the Countryside Adult Home; cooks and food service helpers who work from 10:30 a.m. to 6:30 p.m. or from 11 a.m. to 7 p.m. at the Countryside Adult Home shall receive five percent (5%) additional to their hourly rate for all hours worked from 4 p.m. until the end of their shift at Countryside Adult Home.

c. The County will reimburse an employee required by the County to use his private automobile for County business at the reimbursement rate allowed by the Internal Revenue Service as nontaxable income.

d. Except for prescheduled work, the County will provide a guarantee of three (3) hours call-in at a rate of time and one-half in the event an employee is called back to work by his foreman or department head after the completion of an eight (8) hour day and the employee has punched out his time card and departed for home and before the commencement of such employee's next workday. Notwithstanding the foregoing, it is agreed that no call-in pay is required for holding over an employee at the end of a shift. The employee shall be paid for the amount of time actually worked.

e. The standby schedule for caseworkers in the Department of Social Services will remain as structured in 1988, with all caseworkers participating in their proper time sequence. The nurses in the Public Health Department will work a revised schedule for weekends and holidays; however, in the event it becomes necessary for a nurse in the Public Health Department to be on standby, the payments provided in this paragraph shall be applicable. Caseworkers and nurses on weeknight standby shall receive \$25.00 per night for weeknight standby duty; caseworkers and nurses on weekend standby shall receive \$75.00 per weekend for weekend standby duty (weekend defined as Saturday through Monday a.m.). Holidays shall not be included in weekend standby. Caseworkers and nurses who are not scheduled to work the full holiday and who are on standby shall receive \$40 per holiday for holiday standby. Personnel who are unable to comply with the standby schedule for compelling reasons shall submit in writing to the Commissioner of Social Services or the Director of Patient Services, respectively, their specific justification for requesting removal from the list. The Commissioner or Director respectively shall respond in writing to their request, and, if denied, the rationale for doing so.

f. In accordance with the current policy (at the time of execution of the agreement), Department of Public Works employees who are called in due to weather related conditions and/or nature or manmade disasters shall receive one-half hour pay in addition to any hours actually worked or call-in pay, if any.

Section 5. Workday, Workweek, Overtime

For the purpose of this agreement, and effective as of the date of the execution of this agreement, the following definitions shall apply:

a. Full time employee: A person who is employed by the County for a 12-month period of time and who works 35 hours per week or more.

b. Part-time employee: A person who is employed by the County for a 12-month period and who works less than 35 hours per week, but more than 20 hours per week.

c. Less than half-time employee: A person who is employed by the County for a 12-month period and who works 20 hours or less per week.

d. Temporary and seasonal employee: A person who is employed for a particular program or project for a period not exceeding six months.

Section 6. Workday, Workweek, Overtime

Part-time employees as defined in Article VI, Section 5(b) shall receive fringe benefits in the same proportion as the ratio of the number of hours the employee works to the number of hours in the regular workweek. Employees defined in Article VI, Sections 5(c) and 5(d) shall not receive any fringe benefits.

ARTICLE VII – HOLIDAYS

Section 1.

All full-time and part-time employees in County service shall be entitled to the following paid holidays:

1. New Year's Day
2. Martin Luther King, Jr. Day
3. President's Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Columbus Day
8. Veterans Day
9. Thanksgiving Day
10. Christmas Day

Section 2. Weekend Holidays

a. Full time employees will be paid the regular weekly salary without deduction when one of the above holidays is observed during the workweek.

b. Part-time employees will be paid at their regular wage for the day when a holiday falls or is observed within their respective workweek schedule.

c. If a holiday falls on a Sunday it will be observed on the next day thereafter. If it falls on a Saturday it will be observed on the preceding Friday.

d. If a holiday falls on any other day, the General Construction Law and amendments then in effect will govern the day of its observance.

e. If a holiday falls during a vacation period, the day will not be charged against the employee's vacation credits. Vacation days are charged solely against working days.

f. Any employee required to work on one of the scheduled holidays shall be paid time and one-half plus the holiday pay if the holiday falls during the employee's regular workweek schedule.

g. Any employee called into work on a contract holiday shall be paid time and one-half plus the holiday pay.

h. An employee who works at a County facility having a seven (7) day operation whose normal workday falls on a holiday or who is called in on a holiday shall be paid in accordance with the rates stated in Section 2(g) and Section 2(h) of this article respectively. An employee whose normal day off falls on a paid holiday shall receive an additional day's pay for the holiday.

For the purpose of this section the day to be considered the holiday shall be the day observed by the County as the holiday irrespective of whether such day is the actual holiday. This regulation shall be waived for the following holidays: New Year's, Christmas and Independence Day. On such holidays, the day to be considered the holiday shall be the day on which the holiday actually falls.

Section 3. Holiday Pay Eligibility

In order to be paid for a holiday, the employee must work the employee's last scheduled workday before and after the holiday, except with the approval of the applicable Department Head or designee. In the event an employee at a County facility operating seven days a week shall be denied holiday pay by reason of this provision, the employee shall have the right, within the same payroll period of the holiday or the payroll period immediately following said payroll period, to appeal the denial to the Director of Human Resources who shall determine whether the employee shall be paid for the holiday. In making a decision the Director of Human Resources shall allow the employee, the employee's immediate Supervisor, the CSEA President or other designated representative and Administrator to be heard. The Director of Human Resources shall render the decision in writing and shall include the basis or rationale for the decision. The decision shall be delivered to the employee, the employee's supervisor, the CSEA President or designee and the Administrator.

Section 4. Floating Holidays

Subject to the provisions herein, full-time employees shall be entitled to two additional days off with pay at their usual daily rate. These days shall be known or referred to as floating holidays and shall be used within restricted periods of time. One floating holiday shall be taken between January 1st and June 30th of each year. The other shall be taken between July 1st and December 31st of each year. The days may be used in conjunction with vacation or personal days. Rules concerning scheduling and/or use shall be the same as those applicable to vacation days. The days must be taken. Days earned and not taken through no fault of the employee shall be treated in the same

manner as vacation days not taken under the same circumstances. Part-time employees shall receive the benefit of the floating holidays in the same proportion as the ratio of the number of hours the employees work to the number of hours in the regular work week. In their first year, a new employee shall be entitled to the floating holidays provided that the new employee was on the payroll at the time of the actual Lincoln's Birthday holiday or Election day.

ARTICLE VIII
VACATION, SICK LEAVE, PERSONAL LEAVE, BEREAVEMENT LEAVE

Section 1. Vacation Leave

a. 1. **EMPLOYEES HIRED PRIOR TO DECEMBER 21, 2012**

All full-time County employees hired prior to December 21, 2012 shall be entitled to a vacation with pay after completing one (1) year of total continuous service as follows:

1 year of service	10 working days
2 years of service	10 working days
3 years of service	11 working days
4 years of service	12 working days
5 years of service	13 working days
6 years of service	14 working days
7 years of service	15 working days

An additional day of vacation shall be added each year until a maximum of twenty (20) working days are attained.

2. Vacation credits shall be computed from the day of entry into County service and computed on January 1st of each year. For the purpose of determining the effective date of earned vacation the period of service shall be computed from the 1st day of January in the year the employee was first appointed.

3. All vacations shall be taken in the calendar year during which the employee becomes entitled thereto. Vacation credits shall not be carried over from one calendar year to another or used in whole or in part any year except the year in which it is due; provided, however, that the County will allow an employee (1) to carry part of the vacation time earned in one calendar year over into the succeeding calendar year upon advance notice to the Department Head, and solely as a continuation of a planned trip commenced in the 12th month of the calendar year; or (2) to carry over up to 5 vacation days, not taken by the employee, into the succeeding year, upon notice to the

Department Head by December 1 of the current calendar year, to be taken no later than June 1 of the succeeding calendar year.

b. EMPLOYEES HIRED ON OR AFTER DECEMBER 21, 2012

1. All full-time and part-time employees commencing work on or after December 21, 2012 shall accrue leave from the date of hire on a pro-rated bi-weekly basis. Vacation time will be earned in the amounts outlined in the table in subsection a.1. herein. Any leave time accrued shall not be considered earned until the newly hired employees have completed six (6) months of continuous service. Once six (6) months continuous service has been completed, the employee may use any of the accrued time or continue to save the time for future use in accordance with other applicable provisions of this Agreement. If a new employee shall not complete six (6) months continuous service, the accrued time shall not be considered earned and shall not be payable to the employee upon termination or otherwise leaving the County. Any employee beginning work with the County shall always accrue all vacation time provided for herein on a prorata bi-weekly basis and such vacation time must be used not later than eighteen (18) months from the time earned or the vacation time shall be forfeited or lost and no compensation shall be made to the employee.

2. The period of employment referred to above shall be for a period of total service in Warren County employment. Vacation credits shall be computed from the day of entry into County service. Service credit begins with the employee begins work with the County on a continuous full-time or part-time basis and includes temporary status service time, if such time is continuous with the full or part-time service.

c. Vacation leave may be taken in multiples of not less than one (1) hour. A vacation day taken the day before or day after a holiday must be approved in advance by the Department Head.

d. A day of vacation shall be a working day.

e. 1. Vacations shall be scheduled with the approval of the employee's Department Head, which approval shall not be unreasonably withheld.

e. 2. All vacation time must be taken within the time frames provided and any time not so taken shall be forfeited or lost and no compensation shall be made to any employee, except that vacation time earned and not taken shall be paid to the employee upon application to the Warren County Board of Supervisors and a finding by such Board that 1) the employee was requested to not take vacation time or was affirmatively denied the opportunity to take vacation time at any time during the time frames herein provided by the Department Head or 2) with regard to any employee injury or disability prevented the use of vacation time. The application provided for herein must be made within 6 months of the end of the year in which use of vacation time was earned and payment, if awarded, will be at the rate earned. Failure to make

such an application shall constitute a forfeiture and/or waiver of right to be compensated for qualifying unused vacation time and the County shall have no continuing liability therefore.

f. All vacation time must be taken; however, vacation time earned and not otherwise taken through no fault of the employee as provided herein, shall be paid to an employee at the time of his termination of service.

g. Part-time employees and full time employees who work less than forty hours per week will be entitled to vacation credits based on their regular workday and regular workweek.

h. In order to be paid for a vacation day, the employee must work the employee's last scheduled workday before and after the vacation day, except with the approval of the employee's Department Head. In the event an employee at a County facility operating seven days a week shall be denied vacation pay by reason of this provision, the employee shall have the right, within the same payroll period of the vacation or the payroll period immediately following said payroll period, to appeal the denial to the Director of Human Resources who shall determine whether the employee shall be paid for the vacation day. In making a decision the Director of Human Resources shall allow the employee, the employee's immediate Supervisor, the CSEA President or other designated representative and Administrator to be heard. The Director of Human Resources shall render the decision in writing and shall include the basis or rational for the decision. The decision shall be delivered to the employee, the employee's supervisor, the CSEA President or designee and the Administrator."

i. The period of employment referred to above shall be for a period of total service in Warren County employment. Vacation credits shall be computed from the day of entry into County service. Service credit begins when the employee begins work with the County on a continuous full-time or part-time basis and includes temporary status service time, if such time is continuous with the full or part-time service.

j. A day of vacation shall be a working day.

Section 2. Sick Leave

a. 1. Absence from duty by an employee by reason of sickness or disability of himself or herself shall be considered "sick leave",

2. Effect as of the execution of this Agreement, absence from duty by an employee by reason of sickness or disability of an immediate member of employee's family shall also be considered "sick leave", provided, however, 1) the sickness or disability of the immediate family member must require the physical presence and

actual assistance of the employee; 2) a full time employee may use no more than ten (10) or the maximum number of the sick leave days the employee has available for use, whichever is less, in any calendar year for immediate family member sickness or disability and the number of days available for use by the part-time employee shall be that portion of ten (10) days which is in the same proportion to the number of hours worked when compared to full time employees and in no event shall exceed that the employee has accrued; 3) the use of sick leave for immediate family sickness or disability shall be subject to the same rules of use as are applicable to the employee's use of sick leave for employee's own sickness or disability including disciplinary action should the sick leave not be used in accordance with the rules specified herein; 4) the use of sick leave for immediate family sickness or disability shall be subtracted from or charged to the employee's accumulated sick leave balance in the same manner as if used for the employee's own sickness or disability; and 5) immediate family member shall mean mother, father, husband, wife, brother, sister, child, grandparent, grandchild, mother-in-law, father-in-law, and any relative or person residing in the immediate household of the employee.

b. No employee shall receive any part of his compensation while absent from duty because of sickness or disability except as herein provided.

c. A full-time employee who is paid on an annual basis shall be entitled to sick leave with pay on the basis of ten (10) working days in each year. Such sick leave with pay shall be granted to the employee by the Department Head. The Director of Human Resources may require a physician's statement for any absence of more than three (3) consecutive days.

d. The ten (10) working days per year allowed to an employee for such leave with pay may be accumulated to a maximum of 165 days, and may be kept to his or her credit for future sick leave with pay.

e. In the event that any employee utilizes the sick leave benefits provided by this section while not actually sick, such employee will be subject to disciplinary proceedings.

f. Employees hired prior to ratification who have not used all his/her accumulated sick leave at the time of his/her retirement, he/she shall be paid cash at the hourly rate then in effect, for one-half of the accumulated sick leave to his/her credit, with a maximum of seventy (70) days to be paid in cash.

Employees hired on or after December 21, 2012 shall no longer be entitled to any form of sick leave payout upon retirement from the County.

g. Part-time employees will earn sick leave credits based on their workday and

workweek.

h. The ten (10) working days per year allowed to an employee for sick leave will be earned at the rate of one (1) day of sick leave for each month of employment except for the sixth and twelfth months during the year of employment where no days will be earned.

i. Employees shall be allowed to take sick leave in no less than one hour intervals.

j. The following shall be applicable for voluntary sick leave donations:

1. A voluntary sick leave donation drive for a County employee will be allowed, and such drive will be administered by CSEA.

2. The sick leave donation drive will allow CSEA to obtain a voluntary contribution of not more than one sick leave day from any full time bargaining unit employee desiring to donate a sick leave day to the recipient employee, up to a maximum total of 50 sick leave days from all voluntary contributors. In order to be eligible to donate a sick leave day, the donating employee must have at least 10 accumulated sick leave days. The maximum number of days to be contributed for all recipient employees shall be 450 per year. The recipient employee of the donated sick leave days must have exhausted all accumulated sick leave and all other types of leaves and has been out of work for more than 30 days in any calendar year due to a chronic, prolonged, catastrophic and/or disabling illness or injury.

3. CSEA will notify the County of the names of the individuals who have voluntarily donated a sick leave day to the employee, up to a maximum of 50 names for each recipient, and provide the County with a signed voluntary sick leave donation form, a copy of which is attached hereto and made a part hereof, for each contributor. The donated sick leave day will then be deducted from the sick leave accrual of the contributor, and credited to the recipient employee's sick leave accrual.

4. CSEA agrees to indemnify and hold the County harmless from and against any and all demands, claims, suits or other form of liability, including reasonable attorney's fees, that may arise out of, or by reason of, any action resulting from the implementation or administration of this voluntary sick leave donation program.

5. The parties may adjust this sick leave donation program by mutual agreement.

Section 3. Personal Leave

a. Personal leave is leave with pay for personal business, including religious observance, without charge against accumulated vacation credits.

b. An employee in County service shall be entitled to personal leave not exceeding a total of 3 days in each year.

c. Personal leave shall not be cumulative and no part thereof shall be carried over from one calendar year to another. Unused personal leave shall not be liquidated in cash at the time of separation, retirement or death.

d. Personal leave shall be granted only by prior approval of the department head and only at a time convenient to the Department, and may be taken in multiples of not less than one hour.

e. 1. An employee shall not be entitled to personal leave time until after four months of continuous employment.

e. 2. Each new full time and part time permanent employee shall be credited with one day of personal leave after four months of continuous employment and one additional day of personal leave after eight months of continuous employment and by an additional day of personal leave at the end of the tenth month of employment, except all new employees shall have three personal leave days credited as of January 1, whether they have completed ten months of service or not.

Section 4. Leave of Absence

a. Military Leave – County employees who are members of military reserve units and are required to go on active duty for training purposes shall be entitled to leave without loss of pay for such time as is necessary to fulfill such military training obligation, but not exceeding thirty workdays per calendar year. Payment shall not be made to such employee unless a copy of the military orders is submitted to the department head.

b. Medical Leave and Education Leave

1. An unpaid medical leave may be requested for a period not to exceed 90 days at a time. Extensions of such authorized medical leave will be granted after an approval by the Department Head and the Personnel Committee of Warren County.

2. Unpaid educational leave may be requested up to a period not to exceed 10 months.

c. All requests for leave shall be approved by the Department Head and the Warren County Personnel Officer prior to the granting of leave. An employee shall receive a reason in writing for any denial of a request for leave; however, the denial of such leave or the reasons therefor shall not be subject to review under the grievance procedure of this contract.

d. Upon termination of an authorized leave of absence, the employee will be reinstated without interruption of service, rights and benefits.

e. In the event an employee is reinstated in his old position within two months from the date he has resigned or for any reason has left his position, he will be reinstated with all his accumulative rights and benefits as if no interruption in service had occurred.

Section 5. Bereavement Leave and Funeral Leave

a. Employees may be absent from work without loss of pay by reason of death in the immediate family up to a maximum period of three (3) working days, commencing from the date of death of the family member or day before the funeral. Immediate family includes only mother, father, husband, wife, brother, sister, child, grandparent, grandchild, mother-in-law, father-in-law, step-family relationships and any relative or person residing in the immediate household of the employee.

b. Employees may be absent from work without loss of pay for one (1) day to attend the funeral of the employee's brother-in-law, sister-in-law, or grandparent-in-law.

c. When extreme weather conditions will not allow for a burial until spring, an employee may reserve and schedule a day of the bereavement leave discussed above for such reason.

Section 6.

The employer shall not have the right to charge any employee's leave credits without that employee's approval.

ARTICLE IX – HEALTH AND DENTAL INSURANCE PLANS

Section 1. – Health Insurance

a. The County shall offer health insurance to all full-time employees of the bargaining unit who are scheduled to work at least thirty (30) hours or more per week on an individual, two-person or family coverage basis (depending upon the qualifications and election of the employee). For employees hired before December 21, 2012, who are scheduled to work at least thirty (30) hours or more per week commencing February 1, 2017, the amount of the employee's contribution toward the health insurance premiums shall be increased to 15%; effective December 1, 2017, the amount of such contribution shall be increased to 17%; and commencing December 1, 2018, the amount of said contribution shall be increased to 18%.

For employees hired on and after December 21, 2012, who are scheduled to work at least thirty (30) hours or more per week, the contribution toward the health

insurance premium commencing February 1, 2017 shall be increased to 22%; effective December 1, 2017, the amount of such contribution shall be increased to 24%; and effective December 1, 2018, the amount of said contribution shall be increased to 25%.

b. Two members of the same family employed by the County may only be enrolled in one health insurance plan. However, if two members of the same family employed by the County are eligible to be enrolled in a two-person plan, each employee may enroll in their own individual plan but the County will contribute a maximum total amount equal to the County's contribution for a two person plan.

c. On and after December 21, 2012, the County shall offer health insurance to new employees of the bargaining unit commencing the first day of the month immediately following full-time employment with the County, on an individual, two-person or family coverage basis (depending upon the qualifications and election of the employee) provided that the employee contributes the percentage of the health insurance premium as referenced in Section 1(a) herein.

d. All health care coverage shall be afforded with the maximum co-pay of 25/40 for office co-pays and 10/30/50 for drug plan co-pays.

e. Health insurance coverages provided to retirees from Warren County and their qualified spouses and dependents who are 65 years of age or older and Medicare eligible such that said class of employees, spouses and/or dependents shall be offered health insurance coverage from one of two Medicare Advantage health insurance policies which policies shall provide coverage similar to that previously offered by available HMO coverages and with at least one of the Medicare Advantage policies providing for out-of-state coverage. The retiree contribution for the Medicare Advantage policies shall be the same percentage contributed as the percentage being contributed by active full time working County employees taking health insurance coverage offered by the County. In the future, should the County need or desire to modify these plans, benefits of future selected plans will be substantially similar to or better than the plans offered above, provided however that the cost sharing between the employee and the County shall be the same percentage as the percentage being contributed by active full time working County employees taking health insurance coverage offered by the County.

f. After providing CSEA with the opportunity to review proposed policies and comment on the same, the County may offer lower cost/higher deductible/ fewer benefit plans to employees as an option, and on a strictly voluntary basis. The Blue Shield EPO Plan that is presently provided or a substantially similar plan will continue to be offered.

g. On and after December 21, 2012, the County shall offer the availability of health insurance in retirement to new employees of the collective bargaining unit commencing work with the County on or after December 21, 2012 on the following

terms:

The County will offer health insurance Medicare Advantage Plans or similar plans to employees of the collective bargaining unit who retire, provided that the said employee a) retires from the New York State Retirement Plan; b) had insurance coverage in the previous ninety (90) day period; c) is sixty-five (65) years of age or older; d) has at least twenty (20) years total County service; e) pays a percentage contribution equal to that shared percentage being contributed by active full-time employees. If an employee leaves County service before reaching the age of sixty-five (65) year, the employee shall not be entitled to continue health insurance through Warren County. Once the employee who leaves the County reaches sixty-five (65) years, assuming all other eligibility criteria outlined above are met, the employee may then elect to receive the benefits as outlined above.

h. For current employees, health insurance in retirement shall continue to be provided the retiree pays the employee share of the premium as may be agreed upon and changed from time to time in whatever collective bargaining agreement then in effect and as set forth in Resolution No. 753 of 2009 as amended as follows:

A. 1) has at least ten (10) years total service as a Warren County employee, which shall be determined by adding the time periods the employee is employed at a rate of at least thirty-five (35) hours per week on a regularly scheduled basis or, if employed less than thirty-five (35) hours per week, that time period the employee is a paid elected official or is a paid member of the County legislative board, or was eligible for health insurance benefits in accordance with County Policy; 2) has retired under the New York State Retirement System or is retired and is receiving or will receive Social Security Benefits and would have been eligible to retire and receive benefits under the New York State Retirement System if the employee had been a participant in said Retirement System; and 3) is enrolled in the Warren County Health Insurance Plan at the time of retirement;

B. Employees with at least ten (10) years total service as a Warren County employee, vested status who leaves County employment prior to retirement under the New York State Retirement System may continue coverage in the Warren County Health Insurance Plan by paying both the employer and employee shares of the health insurance premium. After retirement begins, said employee shall be liable for only the employee share of the premium;

C. An active employee who is eligible for coverage and has elected not to enroll in the County Plan during his active employment may enroll in the Plan at any time prior to retirement during an open enrollment period;

D. A covered employee or retired employee who fails to remit the required

premiums shall be terminated from coverage thirty (30) days following written notice of such failure to remit the premiums mailed to the retiree's address on file with the County;

E. An employee who is eligible for coverage at the time of retirement and who elects not to continue coverage or to enroll for coverage as a retired person shall be eligible to enroll for coverage after retirement provided such employee has at least twenty (20) years of total service as a Warren County employee.

F. Death of Employee While in Service. The surviving spouse and minor children of a Warren County employee who dies while in service and prior to retirement shall be eligible for continued coverage under the Warren County Health Insurance Plan and shall pay only the employee share of the premium under the following conditions:

1) the deceased employee had at least ten (10) years total service as a Warren County employee; and

2) the deceased employee was vested under the New York State Retirement System at the time of his/her death.

G. Death of Retiree. The surviving spouse and minor children of a retired Warren County employee shall be eligible for continued coverage under the Warren County Health Insurance Plan and shall pay only the employee share of the premium under the following conditions:

1) the deceased employee had at least ten (10) years of total service as a Warren County employee; and

2) the deceased employee had retired and was eligible for or receiving benefits under the New York State Retirement System.

H. "Continued coverage" as used in this section shall mean the coverage available to all Warren County employees and members of the employee's family.

Except as may be otherwise required by law, health insurance in retirement for these employees and their dependents over age 65 shall be provided through only Medicare Advantage Plans currently offered by the County or substantially similar or equivalent plans.

Section 2. Dental Insurance

All full time employees of the County of Warren shall be eligible for membership in non-duplicative coverage in the Delta Dental Plan, or equivalent coverage. The County shall contribute up to the sum of \$10.00 per month per employee toward the premium for

individual coverage and \$24.00 per month per employee toward the premium for dependent coverage.

Section 3. Flexible Spending Account

Provided that a flexible spending account or other form of cafeteria plan may be made available to the unit at no cost to the County for administration or other types of expenses, it shall be made available as an option for unit members provided that the plan is with a company or organization licensed by the State of New York and in good financial and regulatory standing, and provided further that the same does not violate any rules or regulations of New York State or the New York Public Employee and Retiree Long Term Care Insurance Plan.

Section 4. Change of Insurance Plans

The County may change insurance or self insure with regard to any health insurance policy (including Medicare Advantage Plans) as long as the benefits remain substantially similar or equivalent to those provided in 2012 under the Blue Shield EPO Plan and so long as the cost of the policy to the employee is equal to or less than the cost would have been if the County had stayed with the Blue Shield EPO Plan and renewed, or whatever company plan in existence at the time the County determines to change carriers. (This is to be separate and distinct from the increase in contribution rates provided for this agreement.) The County will provide thirty (30) days written notice to the CSEA representative for the unit as well as the President or if there should not be a President, the next highest officer of the unit.

ARTICLE X – RETIREMENT PLANS AND DEATH BENEFITS

Section 1. Career Retirement Plan

The County shall forthwith adopt a resolution providing for a career retirement plan for County employees pursuant to Section 75-i of the Retirement and Social Security Law of the State of New York. The foregoing shall be amended to the extent necessary to reflect changes in the Retirement and Social Security Law of the State of New York as it applies to so-called "Tier Three" category employees, New York State laws and implementation by the New York State Retirement and Social Security system.

Section 2. Guaranteed Ordinary Death Benefit

The County has adopted a resolution providing for a guaranteed ordinary death benefit under Section 60-b of the Retirement and Social Security Law as amended by the Laws of 1970.

ARTICLE XI – GRIEVANCES

- a. The parties hereby agree to the following procedures in handling grievances:

Step 1. When a grievance is made by an employee, the employee shall meet with his supervisor and attempt to resolve the matter informally. The employee shall notify the CSEA representative of the grievance.

Step 2. In the event the grievance is not resolved informally, it shall be reduced to writing within 10 working days from the informal stage, and presented to the Department Head. The aggrieved employee shall meet with the Department Head to attempt to resolve the grievance. The aggrieved employee may be accompanied by the CSEA representative.

Step 3. In the event such grievance is not satisfactorily resolved by the Department Head, a written appeal may be filed with the Labor Management Committee of the Board of Supervisors within 10 working days after the aggrieved employee has received the decision of the Department Head. The Labor-Management Committee of the Board of Supervisors shall investigate the grievance, and shall notify the aggrieved employee and the CSEA representative of its decision within fifteen (15) working days after it has received the written appeal.

Step 4. In the event that such grievance is not satisfactorily resolved by the Labor-Management Committee of the Board of Supervisors, the matter may then be referred by either party to arbitration before an impartial arbitrator to be mutually agreed upon by the parties. If the parties cannot agree on an impartial arbitrator, the parties shall use the services of the American Arbitration Association for the selection of an arbitrator.

b. The following shall apply to this entire grievance procedure:

1. A grievance is defined as a claim of an alleged violation of this agreement with respect to its application or interpretation, which claim shall not include any matter for which a method of review is prescribed by law or by any rule or regulation of the Civil Service Commission having the force and effect of law.

2. All grievances shall include the name and position of the aggrieved employee, the identity of the provisions of this agreement involved in said grievance, the time when and the place where the alleged event or condition constituting the alleged breach of this agreement existed, the identity of the party responsible for causing said event or conditions, if known to the aggrieved employee, a statement of the nature of the grievance, and the remedy sought by the aggrieved employee.

3. No written grievance shall be entertained and such grievance is waived, unless the written grievance was forwarded to the Department Head within 30 working days after the aggrieved employee knew or should have known of the act or condition upon which the grievance is based.

4. Failure to comply with the time limits set forth in this entire Article is

intended to be, and shall be, considered a complete bar to the continued processing of any grievance or legal action, unless mutually agreed upon in writing by both parties.

5. In the event that an aggrieved employee has submitted the subject matter of the grievance to any forum, including administrative agencies, judicial bodies or the courts, the employee may not utilize this grievance procedure.

6. The CSEA and the County shall bear equally the fees and expenses of the arbitration stage of the grievance, exclusive of attorneys' fees.

ARTICLE XII – DISCHARGE

Section 1. Civil Service Law Section 75 Rights

A County employee holding a position in the non-competitive class or labor class as defined in the Civil Service Law and who has completed at least one year of continuous service as a County employee, shall be entitled to the rights, privileges, protection and remedies provided for in Section 75 of the Civil Service Law of the State of New York.

Section 2. Job Abandonment

An employee who is absent from work without authorization or communicating to the employee's supervisor the reason(s) for the absence for at least three (3) consecutive work days shall be deemed to have abandoned employment with the County and shall automatically be terminated from employment. Such employee shall have no contractual recourse to grieve or challenge the matter except if it was impossible for the employee to communicate as a result of a medical condition, hostage or kidnapping situation, or placement in a witness protection plan. In such events, the employee shall immediately communicate with the employee's supervisor at the employee's first opportunity or this abandonment provision applies.

ARTICLE XIII – MISCELLANEOUS PROVISIONS

Section 1. Posting of Job Vacancies

All vacancies where an eligible list does not exist shall be posted for at least fifteen (15) calendar days prior to the filling of said vacancy. All interested employees shall have the right to apply for these vacancies with seniority being a contributing factor in the appointment to that vacancy. All applicants shall receive notice of the name of the person who filled the vacancy. Notice of vacancy shall also be posted in all departments in which members of the bargaining unit are employed.

Section 2. Coffee Breaks

All employees shall be allowed one coffee break during each four (4) hours of his regular day and each Department Head shall establish such rules and regulations as may be necessary to implement these employee rest periods.

Section 3. Annual Statement of Accrued Time

Each employee will view his/her time and accruals electronically unless there is no computer access available in the employee's workplace. Each employee who does not have computer access in the employee's workplace will receive a paper copy of his/her time and accruals at least once per year. Each employee may inquire about his/her time or leave through the Human Resources Department.

Section 4. Transfers: Salary Step Level

Any employee transferred from one job classification to another shall transfer and be paid at the same longevity he has attained.

Section 5. Medicare Premiums

Upon the exclusion from the coverage of the County's health insurance plan of the supplemental medical insurance benefits under Medicare, the amount of such Medicare premium will be deducted from contributions payable by the employee and the employer contributions to the health insurance fund shall be adjusted as necessary to provide such payments.

Section 6. Workers' Compensation Reimbursement

The County will adopt a plan which provides that when the County is reimbursed by the Workers' Compensation insurance carrier for continuing the employee's salary during the period of job connected disability, the County will credit the employee's sick leave benefits to the nearest day by dividing the reimbursement received by the employee's daily rate of compensation at straight time without regard to shift differentials. When an employee has exhausted his sick leave credits prior to reimbursement from the carrier, he will be entitled to receive only those benefits provided for under the Workers' Compensation Law.

Section 7. Disability Insurance

The County will continue New York State Disability Benefits coverage in accordance with the New York State Benefits Law. Each employee shall make the maximum premium contribution permitted by the State Plan and the County shall pay the difference in the premium for each employee.

Section 8. Jury Duty Compensation

The County will pay an employee for the first three (3) days of jury service. Commencing with the fourth day of jury service, the County will pay an employee who serves on a jury the difference between the jury pay and 40 hours pay at straight time. Volunteers will not be paid and provisions must be made for reporting for work on short court sessions or days when the County is working although the Court may not be in session. No payment will be made to any employee who is exempt by law and waives the exemption by failing to claim the exemption or by volunteering to serve.

Section 9. Emergency Recall from Leave

The County agrees that no employee shall be called back to work while on vacation, personal leave or sick leave, except where a state of emergency exists.

Section 10. Overtime Distribution

The County agrees to distribute overtime assignments as equitably as possible to all of the employees in the department.

Section 11. Safety Standards

As it applies to the Highway Department, the County agrees to abide by the "New York State Manual on Uniform Traffic Control Devices."

Section 12. Foul Weather Gear, Boots and Other Clothing

Employees required to work outside shall be provided with foul weather gear as needed. The following boots and other clothing shall be provided or reimbursed by the County, but only if the employee is required by Management to wear the same to meet the qualifications of the position or perform the work:

Department of Public Works/Buildings and Grounds/Parks,
Recreation and Railroad/Airport:

Shirts - annually

Boots - annually

Hats - as needed

Gloves - as needed

Coats - every couple of years as needed

Vests & Coveralls - kept by Buildings and Grounds, used
as needed

Hard hats & Goggles - kept by Buildings and Grounds, used as needed

Countryside Adult Home:

Maintenance workers
Boots - annually

Requests for clothing should be addressed with the Department Head, reimbursement will only be considered if the County is unable to make the purchase and approval is given, prior to purchase by employee.

Section 13. Temporary Assignment of Higher Level Work

Employees performing the duties of a higher rated job classification shall receive the compensation paid to that higher rated position once the employee has been assigned on a temporary or limited basis to the higher grade position and has worked in this capacity for five (5) or more days within a 90 calendar day period. The temporary assignment of higher level work will only be counted if it is (a) assigned by the Supervisor, Department Head, or the Department Head's designee, (b) pre-approved by the Department Head, or the Department Head's designee, and (c) worked for at least a four (4) hour time interval. Once eligible to receive this higher rate of compensation, the affected employee shall be paid retroactive to the first day of such temporary assignment of higher level work.

Section 14. Training Programs

County employees shall be allowed to take job related courses with the prior approval of the County Board of Supervisors. Upon satisfactory completion of the course with a "C" grade or better, the County shall reimburse the employee for 50% of the cost for tuition and fees incidental to taking the course. If an employee does not work for at least eighteen (18) consecutive months after completing a course for which the County has reimbursed the employee for 50% of the cost for tuition and fees, the employee will refund to the County the total amount paid by the County to the employee.

Section 15. Employee Indemnification

The indemnification benefits of Section 18 of the Public Officers Law shall be conferred upon the members of the bargaining unit, provided such employee complies with all of the requirements of Section 18 of the Public Officers Law.

Section 16. Abolition of Positions, Suspension, Demotion, and Preferred Lists

a. Sections 80, 81 and 85 of the Civil Service Law shall cover County employees referred to in those sections for abolition of positions, suspensions, demotions and preferred lists.

Section 17. Labor/Management Committee

If either Warren County or CSEA requests a labor-management meeting, such party will provide the other party with a proposed agenda. The receiving party, within seven (7) work days, must either acknowledge that it will meet or advise the other party that it does not desire to discuss the topic on the proposed agenda.

Section 18. Required Testing and License Fees

The County agrees to reimburse employees for the costs of the following licenses or certifications, but only if the employee is required to have the license or certificate to meet the qualifications of the position of employment with the County and to perform the work:

- CDL License
- RN License
- LPN License
- PHN License.
- RN's for Medical Coding
- Inspection License for Auto Mechanics

The benefit referred to herein shall only be due and payable by the County after the employee successfully completes the required probation periods. The County will pay for the initial application for testing, the initial license, and any required renewal. Any expenses incurred in connection with repeat testing will be the sole responsibility of the employee. If there is a multiple year license, an employee leaving the employ of the County prior to the expiration of the license, except employees who retire pursuant to the NYS Employee Retirement System, will reimburse the County for the prorated amount of the testing, license, and/or renewal fees for the balance of the period of the license following the date the employee leaves the employ of the County.

Section 19. Americans with Disabilities Act

The County and CSEA shall comply with the applicable provisions of the Americans with Disabilities Act.

Section 20. Direct Deposit

The County will implement direct deposit of an employee's paycheck for all bargaining unit employees who provide written authorization to the County to do so in accordance with the County's policy and practice on direct deposits.

Section 21 – Check Envelopes

Warren County shall put each employee's paycheck or confirmation of direct deposit in

an individualized envelope. However, if an employee elects direct deposit and electronic notification, such employee will not receive the confirmation of direct deposit in an individualized envelope.

Section 22 - New Employee Orientation and Union Participation

Whenever the County holds an orientation involving a new CSEA Union employee, a CSEA Representative shall be invited to be present and provide information with regard to the CSEA Union and Union benefits.

Section 23 - Overnight Hotel Stays

If employees are required to stay over night at Hotels or similar facilities while on County business, then each employee shall be entitled to their own separate room at County expense.

Section 24 - Inland Marine Policy

The County has added an endorsement to its Inland Marine Policy which adds employee tools coverage for a \$129,000 limit effective 5/18/07 with a \$1,000.00 deductible. Ending or terminating such coverage shall be subject to negotiation. The County may, from time to time, arrange for similar insurance coverage with other carriers without negotiations or consultation with the Union, so long as the total amount of coverage is not less than \$129,000 and the deductible not greater than \$1,000.00. If an event occurs which causes damage or loss of employees tools and such event is covered by the said endorsement, the County will be responsible for the payment of the deductible, not the employees.

Section 25 - Eyeglasses & Hearing Aids

The County will replace existing eyeglasses and/or hearing aids if damages by an employee while performing work at the County, except that deliberate damage will not be covered.

Section 26 - Drug & Alcohol Testing

Drug and alcohol testing will be performed for all employees when involved in an accident. The parties shall negotiate the procedure upon ratification of this Agreement.

ARTICLE XIV – WAIVER

The parties agree that this is the entire agreement between the County and CSEA and concludes all negotiations during its term. They acknowledge that they have carefully and fully negotiated with respect to all matters which are negotiable under the Public Employees' Fair Employment Act (Taylor Law), including all terms and conditions of employment, whether or not express reference to such matters is made herein, and

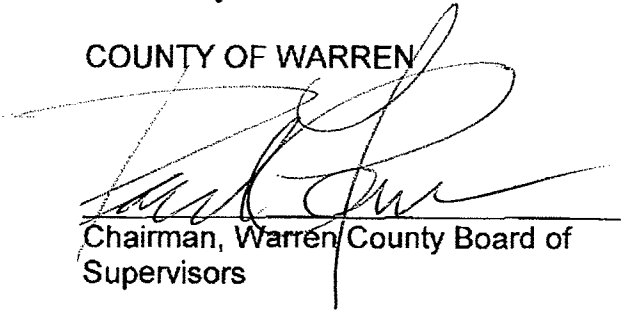
have settled them for the period covered by this Agreement.

ARTICLE XV – EFFECTIVE DATE

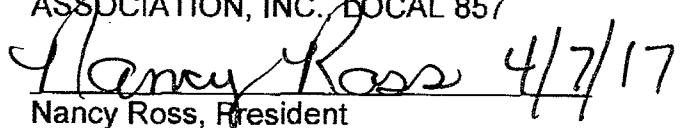
This agreement shall be effective January 1, 2017 and shall end on December 31, 2019.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date and year first above written.

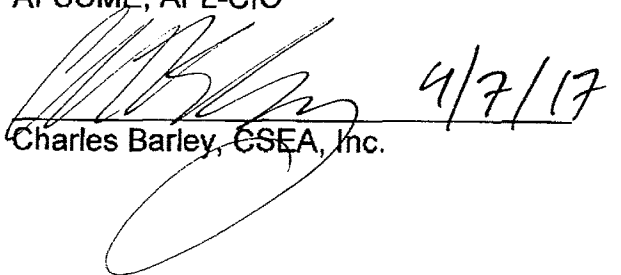
COUNTY OF WARREN


Chairman, Warren County Board of Supervisors

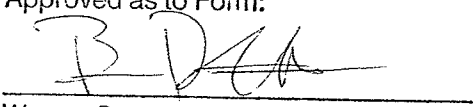
WARREN COUNTY GENERAL UNIT
OF CIVIL SERVICES EMPLOYEES
ASSOCIATION, INC. LOCAL 857

 4/7/17
Nancy Ross, President

CIVIL SERVICE EMPLOYEES
ASSOCIATION, INC., LOCAL 1000,
AFSCME, AFL-CIO

 4/7/17
Charles Barley, CSEA, Inc.

Approved as to Form:


Warren County Attorney

#478105

GRADE 1	Tourism Aide		
GRADE 2	Aging Services Aide		
	Cleaner		
	Clerk		
	Food Service Helper		
	Laborer		
	Laundry Worker		
	Meal Site Cook		
	Meal Site Manager		
	Supervisor of Volunteers		
	Van Driver		
GRADE 3	Hatchery Aide		
	Infant Feeding Advocate		
	Institutional Aide		
	Keyboard Specialist		
	Leisure Time Activities Aide		
	Personnel Aide		
	Physical Therapy Aide		
	Typist		
	Ward Clerk		
	WIC Program Aide		
GRADE 4	Account Clerk		
	Aging Services Assistant		
	Assistant Messenger		
	Audit Clerk		
	CNA		
	Computer Help Desk Aide		
	Cook		
	D.E. Machine Operator		
	Food Service Manager		
	Index Clerk		
	Intake Clerk		
	Janitor		
	Medical Records Clerk		
	Real Property Clerk		
	Rehabilitation Aide		
	Resource Clerk		
	Secretary		
	Senior Clerk		
	Senior Stenographer		
	Senior Typist		
	Stenographer		
	Tourism Specialist		
	WIC Clerk		
	Word Processing Operator		
GRADE 5	Charge Aide		
	Cook Manager (Countyside Adult Home)		
	Health Facility Keyboard Specialist		

	Legal Clerk		
	Medicaid Clerk		
	Motor Equipment Operator (Light)		
	Motor Vehicle Registration/Enforcement Clerk		
	Records Clerk		
	Recreational Aide		
	Senior Intake Clerk		
	Senior Resource Clerk		
	WIC Assistant		
GRADE 6	Automotive Parts Clerk		
	Building Maintenance Worker		
	Health Facility Clerk		
	Health Facility Van Driver		
	HEAP Examiner		
	Messenger		
	Personnel Clerk		
	Senior Data Entry Operator		
	Senior Tourism Specialist		
	WIC Nutrition Aide		
	Working Supervisor		
GRADE 7	Auto Mechanic Helper		
	Legal Recording Clerk		
	Motor Equipment Operator (Medium)		
	Office Specialist		
	Payroll Clerk		
	Principal Clerk		
	Principal Stenographer		
	Probation Assistant		
	Public Health Liaison		
	Purchasing Assistant		
	Recording Clerk		
	Senior Account Clerk		
	Senior Aide		
	Senior Building Maintenance Worker		
GRADE 8	Administrative Assistant		
	Airport Maintenance Worker		
	Assistant Records Manager		
	Cabinetmaker/Groundskeeper		
	Community Services Worker		
	Employment & Training Coordinator		
	Graphics Desktop Publisher		
	Heavy Equipment Operator		
	Maintenance Mechanic		
	Motor Vehicle License/Registration Clerk		
	Senior Real Property Clerk		
	Social Welfare Examiner		
	Support Investigator		
GRADE 9	Auto Mechanic		

	Automotive Parts Shop Specialist		
	Communications Assistant		
	Employment & Training Counselor		
	Graduate Practical Nurse		
	Leisure Time Activities Director		
	Sign Maintenance Worker		
	Welder		
GRADE 10	Building & Maintenance Worker II		
	Carpenter/Groundskeeper		
	Carpenter/Maintenance Worker		
	Draftsman		
	Engineering Technician		
	Highway Construction Supervisor		
	Licensed Practical Nurse		
	Payroll Technician		
	Principal Account Clerk		
	Records Management Technician		
	Senior Custodian		
	Senior Legal Recording Clerk		
	Senior Motor Vehicle Examiner		
	Senior Records Clerk		
	Services Specialist, Office for the Aging		
	Social Work Assistant		
	Specialist, Services for the Aging		
GRADE 11	Group Tour/Convention Promoter		
	Nurse Technician		
	Principal Account Clerk/Typist		
	Real Property Information Specialist		
	Senior Social Welfare Examiner		
	Senior Support Investigator		
	Social Services Investigator		
GRADE 12	Resource Assistant		
	Self Insurance Specialist		
	Senior Engineering Technician		
	Senior Legal Recording Clerk		
	WIC Nutritionist		
GRADE 13	Airport Facilities Maintenance Mechanic		
	Assistant Automotive Mechanic Supervisor		
	Building Maintenance Mechanic		
	Data Coordinator		
	Employment & Training Account Manager		
	JTPA Training Coordinator		
	Leisure Time Activities Director		
	Mechanical Storekeeper		
	Senior Social Services Investigator		
	Tax Map Technician		
	Training Coordinator		

GRADE 14	Case Manager		
	Crime Victim Specialist		
	Health Facility Office Records Specialist		
	Health Facility Office Specialist		
	Public Health Educator		
	Resource Recovery Coordinator		
	Secretary/Fire Prevention & Code Enforcement Officer		
	Social Worker		
GRADE 15	Accounting Supervisor		
	CASA Coordinator		
	Intake & Data Coordinator		
	Investigations Coordinator		
	Motor Vehicle Supervisor		
	Net/Technical Service Specialist		
	Point of Entry Coordinator		
	Principal Social Welfare Examiner		
	Records Manager		
	Rehabilitation Specialist		
	Senior Employment & Training Counselor		
	Sign Maintenance Supervisor		
	Supervising Social Services Investigator		
	Supervising Support Investigator		
	WIC Coordinator		
GRADE 16	Caseworker		
	Highway Construction Supervisor II		
	Probation Officer Trainee		
	Senior Airport Facilities Maintenance Mechanic		
	Senior Building Maintenance Mechanic		
	Senior Tax Map Technician		
	Staff Development Coordinator		
	WIC Dietitian		
	WIC Nutrition Counselor		
	WIC Nutrition Facilitator		
GRADE 17	Admissions Coordinator		
	Fire prevention & Building Code Enforcement Officer		
GRADE 18	Early Intervention Service Coordinator		
	Payroll Supervisor		
	Senior Caseworker		
	Senior Planner		
	Senior Public Health Educator		
GRADE 19	Accounting Technician		
	Coordinator, Services for the Aging		
	Probation Officer		

	RPN		
	Senior Early Intervention Service Coordinator (Health Services)		
GRADE 19.1	RPN with IV or Quality Assurance		
GRADE 19.2	RPN with IV and Quality Assurance		
GRADE 20	CHN		
	Case Supervisor B		
	Health Information Manager		
	Registered Professional Nurse II		
	Senior E.I. Service Coordinator		
	Senior Probation Officer		
GRADE 20.1	CHN with IV or Quality Assurance		
	RPN with IV or Quality Assurance		
GRADE 20.2	CHN with IV and Quality Assurance		
	RPN with IV and Quality Assurance		
GRADE 21	Nurse Manager		
	Public Health Nurse		
	Supervising Registered Nurse		
	Victim Assistance Program Director		
GRADE 21.1	PHN with IV or Quality Assurance		
GRADE 21.2	PHN with IV and Quality Assurance		

2017

Grade	Entry	1	2	3	4	5	10	15	20	25	30
1	\$25,352	\$25,901	\$26,345	\$26,796	\$27,255	\$29,781	\$32,471	\$32,971	\$33,471	\$33,971	\$34,471
2	\$26,027	\$26,576	\$27,030	\$27,494	\$27,966	\$30,559	\$33,235	\$33,735	\$34,235	\$34,735	\$35,235
3	\$26,585	\$27,134	\$27,600	\$28,072	\$28,555	\$31,205	\$33,874	\$34,374	\$34,874	\$35,374	\$35,874
4	\$27,824	\$28,373	\$28,861	\$29,355	\$29,860	\$32,632	\$35,281	\$35,781	\$36,281	\$36,781	\$37,281
5	\$28,951	\$29,499	\$30,007	\$30,522	\$31,048	\$33,929	\$36,555	\$37,055	\$37,555	\$38,055	\$38,555
6	\$30,187	\$30,736	\$31,265	\$31,801	\$32,348	\$35,357	\$37,959	\$38,459	\$38,959	\$39,459	\$39,959
7	\$31,872	\$32,421	\$32,979	\$33,546	\$34,124	\$37,302	\$39,875	\$40,375	\$40,875	\$41,375	\$41,875
8	\$33,189	\$33,738	\$34,318	\$34,909	\$35,511	\$38,817	\$41,368	\$41,868	\$42,368	\$42,868	\$43,368
9	\$34,351	\$34,901	\$35,502	\$36,114	\$36,736	\$40,158	\$42,688	\$43,188	\$43,688	\$44,188	\$44,688
10	\$35,698	\$36,248	\$36,873	\$37,508	\$38,154	\$41,712	\$44,218	\$44,718	\$45,218	\$45,718	\$46,218
11	\$36,259	\$36,808	\$37,442	\$38,087	\$38,744	\$42,360	\$44,854	\$45,354	\$45,854	\$46,354	\$46,854
12	\$36,822	\$37,371	\$38,016	\$38,671	\$39,339	\$43,009	\$45,493	\$45,993	\$46,493	\$46,993	\$47,493
13	\$37,946	\$38,495	\$39,160	\$39,835	\$40,522	\$44,307	\$46,772	\$47,272	\$47,772	\$48,272	\$48,772
14	\$38,848	\$39,397	\$40,076	\$40,769	\$41,473	\$45,342	\$47,792	\$48,292	\$48,792	\$49,292	\$49,792
15	\$39,973	\$40,522	\$41,222	\$41,933	\$42,658	\$46,644	\$49,073	\$49,573	\$50,073	\$50,573	\$51,073
16	\$41,158	\$41,707	\$42,427	\$43,161	\$43,906	\$48,007	\$50,414	\$50,914	\$51,414	\$51,914	\$52,414
17	\$43,118	\$43,664	\$44,419	\$45,188	\$45,968	\$50,268	\$52,640	\$53,140	\$53,640	\$54,140	\$54,640
18	\$44,101	\$44,650	\$45,422	\$46,208	\$47,006	\$51,400	\$53,756	\$54,256	\$54,756	\$55,256	\$55,756
19	\$45,079	\$45,627	\$46,418	\$47,219	\$48,036	\$52,528	\$54,869	\$55,369	\$55,869	\$56,369	\$56,869
19.1	\$46,579	\$47,127	\$47,918	\$48,719	\$49,536	\$54,028	\$56,369	\$56,869	\$57,369	\$57,869	\$58,369
19.2	\$48,079	\$48,627	\$49,418	\$50,219	\$51,036	\$55,528	\$57,869	\$58,369	\$58,869	\$59,369	\$59,869
20	\$47,008	\$47,558	\$48,379	\$49,217	\$50,068	\$54,754	\$57,059	\$57,559	\$58,059	\$58,559	\$59,059
20.1	\$48,508	\$49,058	\$49,879	\$50,717	\$51,568	\$56,254	\$58,559	\$59,059	\$59,559	\$60,059	\$60,559
20.2	\$50,008	\$50,558	\$51,379	\$52,217	\$53,068	\$57,754	\$60,059	\$60,559	\$61,059	\$61,559	\$62,059
21	\$48,202	\$48,751	\$49,594	\$50,452	\$51,326	\$56,080	\$58,355	\$58,855	\$59,355	\$59,855	\$60,355
21.1	\$49,702	\$50,251	\$51,094	\$51,952	\$52,826	\$57,580	\$59,855	\$60,355	\$60,855	\$61,355	\$61,855
21.2	\$51,202	\$51,751	\$52,594	\$53,452	\$54,326	\$59,080	\$61,355	\$61,855	\$62,355	\$62,855	\$63,355

2018

Grade	Entry	1	2	3	4	5	10	15	20	25	30
1	\$26,050	\$26,613	\$27,069	\$27,533	\$28,004	\$30,600	\$33,364	\$33,864	\$34,364	\$34,864	\$35,364
2	\$26,743	\$27,306	\$27,773	\$28,250	\$28,735	\$31,399	\$34,149	\$34,649	\$35,149	\$35,649	\$36,149
3	\$27,316	\$27,880	\$28,359	\$28,844	\$29,341	\$32,063	\$34,805	\$35,305	\$35,805	\$36,305	\$36,805
4	\$28,589	\$29,153	\$29,655	\$30,162	\$30,681	\$33,529	\$36,251	\$36,751	\$37,251	\$37,751	\$38,251
5	\$29,747	\$30,311	\$30,832	\$31,361	\$31,901	\$34,862	\$37,561	\$38,061	\$38,561	\$39,061	\$39,561
6	\$31,017	\$31,581	\$32,125	\$32,676	\$33,237	\$36,329	\$39,003	\$39,503	\$40,003	\$40,503	\$41,003
7	\$32,749	\$33,313	\$33,886	\$34,469	\$35,062	\$38,328	\$40,971	\$41,471	\$41,971	\$42,471	\$42,971
8	\$34,102	\$34,666	\$35,262	\$35,869	\$36,487	\$39,885	\$42,506	\$43,006	\$43,506	\$44,006	\$44,506
9	\$35,296	\$35,861	\$36,479	\$37,107	\$37,746	\$41,262	\$43,862	\$44,362	\$44,862	\$45,362	\$45,862
10	\$36,680	\$37,244	\$37,887	\$38,539	\$39,204	\$42,859	\$45,434	\$45,934	\$46,434	\$46,934	\$47,434
11	\$37,256	\$37,820	\$38,472	\$39,135	\$39,810	\$43,525	\$46,088	\$46,588	\$47,088	\$47,588	\$48,088
12	\$37,835	\$38,399	\$39,062	\$39,735	\$40,421	\$44,192	\$46,744	\$47,244	\$47,744	\$48,244	\$48,744
13	\$38,990	\$39,554	\$40,237	\$40,931	\$41,637	\$45,525	\$48,058	\$48,558	\$49,058	\$49,558	\$50,058
14	\$39,917	\$40,480	\$41,178	\$41,890	\$42,614	\$46,589	\$49,107	\$49,607	\$50,107	\$50,607	\$51,107
15	\$41,073	\$41,637	\$42,356	\$43,086	\$43,831	\$47,926	\$50,423	\$50,923	\$51,423	\$51,923	\$52,423
16	\$42,290	\$42,854	\$43,593	\$44,348	\$45,114	\$49,327	\$51,800	\$52,300	\$52,800	\$53,300	\$53,800
17	\$44,303	\$44,865	\$45,640	\$46,431	\$47,232	\$51,651	\$54,088	\$54,588	\$55,088	\$55,588	\$56,088
18	\$45,313	\$45,878	\$46,671	\$47,479	\$48,299	\$52,813	\$55,235	\$55,735	\$56,235	\$56,735	\$57,235
19	\$46,318	\$46,882	\$47,695	\$48,518	\$49,357	\$53,973	\$56,378	\$56,878	\$57,378	\$57,878	\$58,378
19.1	\$47,818	\$48,382	\$49,195	\$50,018	\$50,857	\$55,473	\$57,878	\$58,378	\$58,878	\$59,378	\$59,878
19.2	\$49,318	\$49,882	\$50,695	\$51,518	\$52,357	\$56,973	\$59,378	\$59,878	\$60,378	\$60,878	\$61,378
20	\$48,301	\$48,866	\$49,710	\$50,571	\$51,445	\$56,260	\$58,628	\$59,128	\$59,628	\$60,128	\$60,628
20.1	\$49,801	\$50,366	\$51,210	\$52,071	\$52,945	\$57,760	\$60,128	\$60,628	\$61,128	\$61,628	\$62,128
20.2	\$51,301	\$51,866	\$52,710	\$53,571	\$54,445	\$59,260	\$61,628	\$62,128	\$62,628	\$63,128	\$63,628
21	\$49,528	\$50,092	\$50,958	\$51,839	\$52,737	\$57,622	\$59,960	\$60,460	\$60,960	\$61,460	\$61,960
21.1	\$51,028	\$51,592	\$52,458	\$53,339	\$54,237	\$59,122	\$61,460	\$61,960	\$62,460	\$62,960	\$63,460
21.2	\$52,528	\$53,092	\$53,958	\$54,839	\$55,737	\$60,622	\$62,960	\$63,460	\$63,960	\$64,460	\$64,960

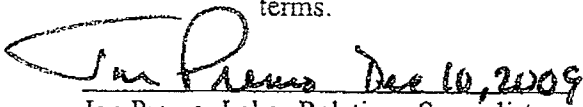
2019

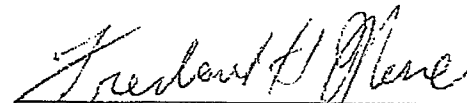
Grade	Entry	1	2	3	4	5	10	15	20	25	30
1	\$26,727	\$27,305	\$27,773	\$28,249	\$28,733	\$31,396	\$34,232	\$34,732	\$35,232	\$35,732	\$36,232
2	\$27,438	\$28,016	\$28,495	\$28,984	\$29,483	\$32,215	\$35,037	\$35,537	\$36,037	\$36,537	\$37,037
3	\$28,026	\$28,605	\$29,096	\$29,594	\$30,103	\$32,897	\$35,710	\$36,210	\$36,710	\$37,210	\$37,710
4	\$29,333	\$29,911	\$30,426	\$30,947	\$31,478	\$34,401	\$37,194	\$37,694	\$38,194	\$38,694	\$39,194
5	\$30,520	\$31,099	\$31,634	\$32,176	\$32,731	\$35,769	\$38,537	\$39,037	\$39,537	\$40,037	\$40,537
6	\$31,824	\$32,402	\$32,960	\$33,525	\$34,102	\$37,274	\$40,017	\$40,517	\$41,017	\$41,517	\$42,017
7	\$33,600	\$34,179	\$34,767	\$35,365	\$35,974	\$39,324	\$42,036	\$42,536	\$43,036	\$43,536	\$44,036
8	\$34,988	\$35,567	\$36,179	\$36,802	\$37,436	\$40,922	\$43,611	\$44,111	\$44,611	\$45,111	\$45,611
9	\$36,214	\$36,793	\$37,427	\$38,072	\$38,727	\$42,335	\$45,003	\$45,503	\$46,003	\$46,503	\$47,003
10	\$37,633	\$38,213	\$38,872	\$39,541	\$40,223	\$43,974	\$46,615	\$47,115	\$47,615	\$48,115	\$48,615
11	\$38,225	\$38,803	\$39,472	\$40,152	\$40,845	\$44,656	\$47,286	\$47,786	\$48,286	\$48,786	\$49,286
12	\$38,818	\$39,397	\$40,077	\$40,768	\$41,472	\$45,341	\$47,959	\$48,459	\$48,959	\$49,459	\$49,959
13	\$40,004	\$40,582	\$41,283	\$41,995	\$42,719	\$46,709	\$49,308	\$49,808	\$50,308	\$50,808	\$51,308
14	\$40,954	\$41,533	\$42,249	\$42,980	\$43,722	\$47,800	\$50,384	\$50,884	\$51,384	\$51,884	\$52,384
15	\$42,141	\$42,719	\$43,457	\$44,206	\$44,971	\$49,172	\$51,734	\$52,234	\$52,734	\$53,234	\$53,734
16	\$43,390	\$43,968	\$44,727	\$45,501	\$46,286	\$50,609	\$53,147	\$53,647	\$54,147	\$54,647	\$55,147
17	\$45,455	\$46,031	\$46,827	\$47,638	\$48,460	\$52,994	\$55,494	\$55,994	\$56,494	\$56,994	\$57,494
18	\$46,492	\$47,071	\$47,884	\$48,713	\$49,554	\$54,186	\$56,671	\$57,171	\$57,671	\$58,171	\$58,671
19	\$47,523	\$48,101	\$48,935	\$49,779	\$50,641	\$55,376	\$57,844	\$58,344	\$58,844	\$59,344	\$59,844
19.1	\$49,023	\$49,601	\$50,435	\$51,279	\$52,141	\$56,876	\$59,344	\$59,844	\$60,344	\$60,844	\$61,344
19.2	\$50,523	\$51,101	\$51,935	\$52,779	\$53,641	\$58,376	\$60,844	\$61,344	\$61,844	\$62,344	\$62,844
20	\$49,557	\$50,136	\$51,002	\$51,886	\$52,782	\$57,722	\$60,152	\$60,652	\$61,152	\$61,652	\$62,152
20.1	\$51,057	\$51,636	\$52,502	\$53,386	\$54,282	\$59,222	\$61,652	\$62,152	\$62,652	\$63,152	\$63,652
20.2	\$52,557	\$53,136	\$54,002	\$54,886	\$55,782	\$60,722	\$63,152	\$63,652	\$64,152	\$64,652	\$65,152
21	\$50,816	\$51,394	\$52,283	\$53,187	\$54,108	\$59,120	\$61,519	\$62,019	\$62,519	\$63,019	\$63,519
21.1	\$52,316	\$52,894	\$53,783	\$54,687	\$55,608	\$60,620	\$63,019	\$63,519	\$64,019	\$64,519	\$65,019
21.2	\$53,816	\$54,394	\$55,283	\$56,187	\$57,108	\$62,120	\$64,519	\$65,019	\$65,519	\$66,019	\$66,519

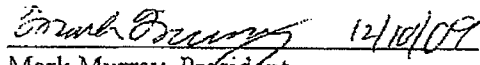
ONE PERSON PLOW AGREEMENT

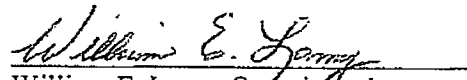
1. CSEA recognizes the County's managerial prerogative to implement one person plowing or, in other words, direct that only one employee occupy and operate a plow truck during the wintertime;
2. The County and CSEA recognize that while the County has the aforesaid managerial prerogative, the parties were required to negotiate impacts and have reached an agreement concerning the impacts;
3. The County and CSEA have agreed upon the following terms:
 - A. The Superintendent of Public Works and/or designees shall, at his/their option, determine whether to operate snow plow trucks with one or two persons at any given time and under any given weather conditions. A "snow plow truck" is defined as a truck with a plow, wing and a gross vehicle weight of more than 30,000 pounds;
 - B. In the event the Superintendent of Public Works and/or designees determine that a snow plow truck shall be operated by one person during a snowstorm and/or while actively engaged in snow plowing operations, the operator of the snow plow truck shall receive an additional Two Dollar (\$2) increment on the hourly wage normally received by that employee, pursuant to the collective bargaining agreement then in effect;
 - C. The \$2 increment specified in "B" shall not be paid whenever two employees are directed to operate a snow plow truck;
 - D. The \$2 increment specified in "B" shall be payable when the employee is engaged in snow plowing activities during regular time or overtime. The hourly rate increase applies to all overtime hours for the operation of the snow plow truck, as previously defined, for snow and ice operations to include the application of either salt or sand. The hours would start when the Kronos time system records the start of an employee's overtime call in. It would end at the start of the normal work day on a weekday or at the end of a call in for a holiday or weekend. If the snow and ice operation continues at the end of a weekday, the overtime would start at 3:00 p.m. and continue until the employee punched out on the Kronos time clock, ~~your workday~~. If an employee performs one person plowing during regular work hours, the employee would be paid the \$2 increment for the hours engaged in one person plowing;

- E. All other employment practices affecting employees engaged in snow plowing activities, such as shift swaps, shift differentials, plowing by medium operators (the plan is to use heavy operators first then medium operators), etc., shall remain the same;
 - F. The County agrees that the employees designated to operate snow plow trucks individually or alone shall receive appropriate training in such operation and will not be required to engage in such work until the training has occurred;
 - G. The designation and/or selection of employees for the operation of snow plow trucks either on regular time or overtime shall be made in the same manner as has occurred in the past, when all snow plow activities were two employees occupying a plow truck;
 - H. Nothing contained herein shall be deemed to prevent or limit the Superintendent of Public Works and/or designees from determining to operate snow plow trucks with two or one employee(s); and
 - I. It is understood and agreed that the increment, terms and/or benefits provided herein apply to public road plowing activities, and does not, generally, apply to snow plowing and/or snow and ice operations at the Floyd Bennett Memorial Airport or on other County-owned properties (an exception would be if any one person operated snow plow trucks should make passes through such properties as part of the responsibilities of plowing roads).
4. The parties agree that the terms and provision of their agreement, as set forth above, fully resolve all impact negotiations insofar as one person plowing and/or single operators of snow plows during the Winter or while engaged in snow plowing activities and such negotiations are concluded and settled pursuant to the above terms.


Jon Premo, Labor Relations Specialist
Civil Service Employees Association, Inc.


Frederick H. Monroe, Chairman
Board of Supervisors


Mark Murray, President
CSEA Warren County General Unit


William E. Lamy, Superintendent
Department of Public Works

Warren County Board of Supervisors

RESOLUTION NO. 888 OF 2009

Resolution introduced by Supervisors Stec, Belden, O'Connor, Bentley, Tessier, Taylor, VanNess, Kenny and Merlino

AUTHORIZING ONE PERSON PLOW AGREEMENT TO SETTLE IMPACT NEGOTIATIONS WITH CIVIL SERVICE EMPLOYEES ASSOCIATION - DEPARTMENT OF PUBLIC WORKS

WHEREAS, Warren County has determined that it would be appropriate to operate, from time to time, snow plow trucks with one (1) person, resulting in increased management flexibility and savings to the County, and

WHEREAS, Civil Service Employees Association (CSEA) requested impact negotiations and the parties have negotiated the matter, reaching, in summary, the following agreement:

1. The Superintendent of Public Works and/or designee shall, at his/their option, determine whether to operate snow plow trucks with one (1) or two (2) persons at any given time and under any given weather conditions;
2. In the event that the Superintendent of Public Works and/or designee determine that a snow plow truck shall be operated by one (1) person during a snowstorm or while actively engaged in snow plowing operations, the operator of the snow plow truck shall receive an additional Two Dollars (\$2) increment on the hourly wage normally received by the employee;
3. The amount specified above shall be only payable when the employee is engaged in snow plowing activities during regular time or overtime as a single person operator directed by the Superintendent of Public Works;
4. All other employment practices affecting employees engaged in snow plowing activities would remain the same;
5. Employees shall receive appropriate training; and

RESOLUTION NO. 888 OF 2009

PAGE 2 OF 2

6. The plan does not, generally, apply to snow plowing and/or snow and ice operations at the Floyd Bennett Memorial Airport or on other County-owned properties,
now, therefore, be it

RESOLVED, that the Warren County Board of Supervisors hereby approves the implementation of one person plowing at the determination of the Superintendent of Public Works, agrees that the impact negotiations should be settled in accordance with the terms and provisions outlined in the preambles of this resolution, and further authorizes and directs the Chairman of the Board to execute an agreement consistent with the terms and provisions of this resolution and in a form approved by the County Attorney, and be it further

RESOLVED, that all County officials are hereby authorized to take such other and further action as may be necessary to carry out the terms and provisions of this agreement, including the making of any payments required for snow plow activities, as set forth in the agreement.

WARREN COUNTY ATTORNEY'S OFFICE

WARREN COUNTY MUNICIPAL CENTER
1340 STATE ROUTE 9
LAKE GEORGE, NEW YORK 12843

PAUL B. DUSEK
COUNTY ATTORNEY

ASSISTANT COUNTY ATTORNEYS
AMY C. BARTLETT
PATRICIA C. NENNINGER

SOCIAL SERVICES ATTORNEYS
H. BARTLETT MCGEE, JR.
ANTHONY JORDAN

TELEPHONE NO.
(518)781-6463
TELECOPIER NO.
(518)781-6377

December 20, 2010

Warren County Unit of the Civil
Service Employees Association, Inc.
1 Lear Jet Lane, Ste. 2
Latham, New York 12110

Attn: Jon J. Premo, Labor Relations Specialist

Re: Warren County - CSEA Collective Bargaining
Agreement dated October 19, 2007
Supplemental Side Letter Form Agreement
Concerning Public Health Nurses Engaged in Off-
Hours and Weekend IV Therapy - Final

Dear Jon:

As you know, we have had a number of meetings between management and union representatives concerning, but not limited to, compensation and work loads of Public Health Nurses, who, in addition to their customary duties and responsibilities, provide IV therapy services off-hours and on weekends and holidays based on a rotating schedule. During the course of our discussions, the following became apparent:

1. In 2001, the then Director of Public Health, proposed that the County pay a \$1,500 annual stipend for high tech IV nurses if said nurses agreed to be available for on-call IV therapy during evenings and nights, weekends and holidays;
2. In 2002, it appears that a budget line was established for a number of nurses to receive the aforementioned \$1,500 IV therapy stipend;
3. On or about 2006, the \$1,500 stipend began being considered as a part of the employee's total compensation for purposes of calculating overtime - it did not appear to be considered for purposes of increases to wages;

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Schedule "D"

4. During 2009, the County made an adjustment to the stipend such that the amount was no longer used in combination with collective bargaining agreement grade salaries to calculate amounts due for overtime; and
5. A new system was needed to balance the work load among nurses and that per diems should be used and were necessary.

Following our meeting with regard to the aforementioned matters, the following was determined and agreed to by the parties:

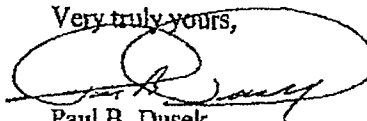
1. Management agreed to weight nursing visits and work toward balancing the nursing loads, with the understanding that this is a management prerogative and therefore the exact weight that would be assigned per visit and the manner in which management would direct supervisors to handle the same, would still be in management's discretion. It was also understood and agreed that while weighing visits and balancing workloads would be something that management would strive to do, ultimately, patient needs may, from time to time, require extra work on the part of nurses and overtime whenever necessary to accomplish the mission of the home care program. Management agreed to provide guidance documents as may from time to time be revised by management to accomplish this goal.
2. Compensation for those nurses agreeing to take on-call afterhours (evenings and nights) weekends and holidays IV therapy treatment cases will be such that \$1,500 is added to the collective bargaining agreement grade salary resulting in the creation of a new .1 grade to provide for such additional compensation. This amount will be used for purposes of calculating overtime. The \$1,500 amount will not, however, be subject to incremental pay increases (for example the 3.5% added to all wages in the grade schedules for 2010). In addition, compensation for IV visits will be as set forth in Exhibit "A" hereto;
3. Participation in the IV therapy after hours and on weekends and holidays shall be as follows:
 - a. Currently employed full-time nurses who are not trained to provide IV therapy and choose not to do so, will not be required to provide IV therapy services after hours or on weekends and holidays, and will not receive the additional \$1,500 referred to herein;
 - b. Currently employed full-time nurses who are trained and not signed up to provide after hours, weekend and holiday IV therapy treatments may, at the option of management, be requested to provide IV therapy during the normal work day;

- c. Currently employed full-time nurses who are trained in IV therapy and elect to sign up to provide after hour, weekend and holiday IV therapy treatments, shall receive an additional sum of \$1,500 as provided herein, except that where the sign up commitment shall only be for six (6) months, the \$1,500 will be pro-rated if the nurse selects not to sign up for the entire year;
 - d. Nurses beginning the County's employ after the date of this agreement will be required to be trained in IV therapy and shall provide IV therapy during hours and after hours and on weekends and holidays, if requested by management (no option to decline by these nurses). If the nurses are requested by management to provide IV therapy after hours and on holidays and weekends, they will receive the \$1,500 compensation increase as provided herein of a portion thereof if the term is less than one (1) year;
 - e. In addition to the above, the IV therapy program coverage plan shall be as set forth in annexed Exhibit "B".
4. Currently employed nurses who are trained in IV therapy and elect not to sign up for off duty IV (and hence collect the \$1500) will not be asked to perform IV therapy during the day provided that the County Health Department has 6 nurses signed up for the \$1500 off hour program and provided that there is no urgent medical need that the County can not satisfy through the use of available County Health Department nurse or per diem nurses. When the nurses signed up for the \$1500 program are less than 6 nurses, the County will use nurses with IV training and who are not signed up for the \$1500 during the day only when other IV trained nurses on the \$1500 program are not first available. Trained IV therapy Nurses not signed up for off duty pay may indicate their willingness to provide IV services during the days and the County may elect to ask them to provide the same.

Finally, the after hours coverage commitment agreement shall be in the form annexed hereto as Exhibit "C".

I trust that you will find that the above is consistent with the understandings reached during our conversations. If you should have any questions or wish to discuss this matter, please do not hesitate to contact me. If, on the other hand, the same meets with your approval, I would request that this letter be executed on behalf of the yourself and a representative of the union

where indicated below so as to represent the side agreement that will accompany the main collective bargaining agreement.

Very truly yours,

Paul B. Dusek
Warren County Attorney

PBD:wis


We, the undersigned, agree that the information set forth in the letter above, represents the side agreement reached by the parties with regard to the County IV therapy program and compensation as has been discussed and agreed to between the parties.

Warren County Unit of the Civil Service
Employees Association, Inc.

Dated: Dec 27, 2010

By , President

Dated: Dec 21, 2010

By ,
Jon Premo, Labor Relations Specialist

Warren County Health Services
Division of Homecare

COMPENSATION FOR IV VISITS

HISTORY: Since its inception, the agency has made concessions to ensure coverage of IV cases outside the Monday – Friday, 8 – 5 time frame. This was intended to allow compensation for the availability, extra body of knowledge, and responsibility.

As of January 01, 2002, IV nurses are receiving extra compensation in the form of an annual stipend. The agency seeks to return the after-hours compensation more in line with the union language.

EXPECTATION: IV on-call pay will be \$20/shift as stated in the current contract.

1. Compensation for Evening/Night visits (weeknight, weekend, and holidays).
 - A. Scheduled, planned visits (known the last regular business day).
 - three (3) hour minimum pay, at time and half.
 - B. Unscheduled, unplanned visits (unknown til time of shift).
 - three (3) hour minimum at time and half.
2. Compensation for Weekend and Holiday visits when working regular scheduled on-call.
 - A. IV visits scheduled will be compensated the same as any other agency visit during that shift at time and half.
 - B. Unplanned IV visits will be seen by IV on-call RN at 3 hour minimum at time and half.
 - C. If the IV nurse is out on an unscheduled /scheduled IV visit receiving time and half at 3 hours minimum and another IV visit is needed and occurs within that 3 hours, no additional 3 hours at time and half will be compensated. If the visit times go over the 3 hours then they will be paid time and half for time over the 3 hours.
 - D. If the IV nurse has returned home after a scheduled or unscheduled visit and is called out again for another IV visit, they will be paid the minimum 3 hours at time and half.

(C & D applies for Evening/Night and Weekend IV call).

These guidelines are in addition to the "STIPEND" conditions.

01/02
09/04

Exhibit "A"

IV Program Proposed Coverage Plan

Pending approval by the full Board of Supervisors on November 19, 2010, the \$1500 stipend will be distributed back to the hourly pay rate of specific nurses.

The stipend will only be given to nurses who agree to take a minimally set amount of after hours call rotation per month (would be 6 shifts per month if 10 nurses participate – 7 full time agency nurses and 3 per diem nurses).

Nurses, if interested, will commit in writing to participating in the IV Program for a six month period, and will inform the supervisor one month from the end of the commitment period whether she/he wishes to continue.

After hours shift on call pay will remain at \$20 per shift, and the overtime compensation plan will remain the same.

Full time nurses will be given first preference in the after hours sign up call utilizing the same rotating schedule plan among the group as has been done in the past. The remaining hours will be a rotated sign up among the per diem nurses so all shifts will be covered.

Assuming that at least seven full time nurses are interested in participating in the after hours program, three (3) per diem nurses will be routinely utilized to "minimize burn out" of full time nurses and to assure no gaps in patient coverage. If less than seven (7) full time nurses are interested, more per diem nurses will be used. Per Diem nurses will be asked to make the same six month commitment to the program and provide a one month notice to supervisor if they do not wish to continue in the program. Additional per diem nurses will be used if there are not a sufficient number of agency nurses. Any required specific in-service training that might be needed for per diem nurses would be paid at the regular hourly rate.

IV nurses who do not wish to take after hours call, will not receive the \$1500 stipend. In order to meet patient care demands, all nurses who have received IV training may be assigned IV patients during the regular work day if there are less than 6 nurses on the IV Team who are receiving the after hours stipend. All newly hired nurses will be trained for IV therapy patient care and any current nurse who has not been trained for IV care may at any time request the opportunity. Any current nurse who has not wished to this point to receive IV training, their decision will be respected. All possible attempts will be made to assure that new IV referrals can be started as early in the work day as possible, and visits will be weighted accordingly.

Nurses who work their regularly scheduled weekends and holidays will not be on IV call any longer than a 16 hour consecutive period following an assigned weekend day or holiday. The weekend or holiday work day is not considered time where extra compensation is paid (\$20.00 shift call) as IV patients are routinely assigned on work days. This plan is for the safety of both the nurse and the patients, and has been identified by IV staff nurses as a concern.

On weekends and holidays, the assignment of weighted referrals will be done as much as patient care demands allow.

**Warren County Health Services
IV After Hours Coverage Commitment**

I wish to be part of the IV Team, and agree to take after hours on call as needed for a specified number of shifts per month (a minimum of six (6) shifts up to a maximum of ten (10) shifts) for a period of six months. A shift sign up sheet will be circulated on a monthly basis utilizing the same procedure as has occurred in the past. Full time IV nurses will have first opportunity to select the shifts they wish to work, and per diem nurses will sign up for the remaining number. If I do not wish to continue to take the after hours on call, I will let my Supervisor, and the Director know one month before the commitment time is up. If I wish to continue, I will sign on for additional six month commitments at the appropriate time frames.

I will receive a \$1500 annual salary differential that will be distributed to my hourly pay rate as long as I agree to take IV on call after hours, including making patient visits if needs arise. Shift on call and after hours compensation will remain as it has been in the past per the attached document.

Nurse's Signature: _____

Date: _____

Warren County Board of Supervisors

RESOLUTION NO. 721 OF 2010

Resolution introduced by Supervisors Thomas, Kenny, VanNess, Belden, Goodspeed, Sokol, Merlino, Strainer and Conover

AUTHORIZING THE EXECUTION OF AN AGREEMENT WITH THE CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA) REGARDING THE ESTABLISHMENT OF A NEW GRADE TIER TO PROVIDE AN ADDITIONAL SUM TO THE PAY RATE OF NURSES THAT TAKE AFTER BUSINESS HOURS IV CALLS - HEALTH SERVICES

RESOLVED, that the Warren County Board of Supervisors authorize execution of an agreement with the Civil Service Employees Association (CSEA) regarding the establishment of a new grade tier providing for an additional sum of Fifteen Hundred Dollars (\$1,500) to the pay rate of Health Services Nurses that agree to take after business hours IV calls, with the understanding that the \$1,500 amount shall be added to the nurses pay in calculating overtime, but not to be subject to scheduled percentage pay increases set forth in the collective bargaining agreement between the County and the Civil Service Employees Association (CSEA) and that a side agreement will be executed by the parties that more fully outlines terms and provisions agreed upon, which agreement shall be executed by the Chairman of the Board in a form approved by the County Attorney.

Warren County Board of Supervisors

RESOLUTION NO. 785 OF 2012

Resolution introduced by Supervisors Conover, Kenny, Sokol, Merlino, Taylor, Strainer, Dickinson, Girard and Mason

AUTHORIZING PUBLIC EMPLOYMENT AGREEMENT EFFECTIVE JANUARY 1, 2012, THROUGH DECEMBER 31, 2016

WHEREAS, as a result of collective bargaining, a proposed agreement has been reached establishing the terms and conditions of employment and compensation of employees of the Warren County chapter of the Civil Service Employees Association, Inc. (CSEA) for a term to commence January 1, 2012, and to terminate December 31, 2016, now, therefore, be it

RESOLVED, that the proposed agreement between the County of Warren and CSEA negotiated by the County's representatives and the terms and conditions of which were reviewed by the Committee in open session and on the record, a copy of said presentation being on file with the Clerk of the Board of Supervisors, is hereby approved, and be it further

RESOLVED, that the Chairman of the Board of Supervisors be, and hereby is, authorized to execute an agreement on behalf of the County of Warren with the CSEA which incorporates the above-mentioned terms, for a term commencing January 1, 2012, and terminating December 31, 2016, and in the form approved by the County Attorney.